



CONNECTICUT BUSINESS & INDUSTRY ASSOCIATION

**Testimony of Kia F. Murrell, CBIA
Before the Committee on Labor & Public Employees
February 10, 2011**

H.B. 5460 AAC Captive Audience Meetings

I am Kia Murrell, Assistant Counsel at the Connecticut Business and Industry Association (CBIA) which represents the interests of more than 10,000 companies across the state, but the vast majority of which are businesses of 50 or fewer employees.

CBIA generally opposes legislation that increases the costs of doing business in the state or unreasonably burdens employers when managing their employees. **H.B. 5460** is problematic for Connecticut employers for a variety of reasons, but primarily because it:

- encumbers communications in the workplace about issues vital to jobs, wages, benefits and the like at a time when people need it most;
- restricts an employer's ability to effectively communicate and thereby manage their workforces;
- interferes with federal law which should exclusively govern workplace communications/activities concerning collective bargaining; and
- could hinder corporate charitable, community and social activities that benefit society at large.

Consequently, we strongly oppose **H.B. 5460**.

Captive audience measures such as **H.B. 5460** prohibit employers from discussing matters deemed "political" with their employees in required staff meetings. The term "political" is so broadly defined that it would prohibit communications about social and community events, matters affecting government operations or government contracts, charitable campaigns, and any other issue that may fall under a collective bargaining agreement.